

DESIGNING AND VALIDATING CLINICAL ADVANCEMENT CAREER SYSTEM FOR FACULTY OF NURSING GRADUATES

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ABSTRACT

With increasing challenges posed by a highly complex health care environment, and the dramatic changes in nursing practice necessitate increased attention to the career development of nurses working in clinical positions involving direct patient care; it is serves as a tool that supports nursing excellence through the conferment of higher clinical status to those nurses who meet the requirements. Aim of the study: is to design and validate clinical advancement career system for B.SC nurses. A sample was consisted of (165) B.SC of the unit. Data were collected by using three tools (1) The B.SC Nurses 'Perception of clinical advancement career Questionnaire, Auditing sheet, Jury Opinionnaire Sheet. Results :there is statistical difference between the four nursing categories (I Clinical Nurse, II Clinical Fellow, III Clinical Resource, and IV Clinical Scholar) in all opinionnaire (9)domain(nursing care activities, nurses to nurse's interaction, nurse's physician interaction, Decision making, autonomy, Professional Development, Professional status, job description, Performance appraisal) also there is statistical difference between the four groups related to performance appraisal system there, as is a high statistical difference between the four group related to their opinion regarding the presence of performance appraisal format and the need to change the performance appraisal content. Recommendation: after designing clinical career advancement system and testing it for its' validity, using of the designed clinical advancement career system would results in avoidance of all the disadvantages of the old system and paid to the real progress of the nurse at the level of professional practice.

KEYWORDS: BSC, Clinical Career Advancement System